DOCUMENT RESUME

ED 405 610 CS 508 507

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TITLE Communication and Gender: Annotated Bibliography
INSTITUTION Speech Communication Association, Annandale, Va.
PUB DATE Jan 86
NOTE 6p.
PUB TYPE Reference Materials - Bibliographies (131)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Annotated Bibliographies; *Communication Research; Higher Education; *Interpersonal Communication; *Nonverbal Communication; Organizational Communication; *Sex Differences; Sexism in Language; *Speech Communication
IDENTIFIERS *Communication Behavior; Communication Context; Male Female Relationship

ABSTRACT

Focusing on the similarities and differences in men's and women's verbal and nonverbal communication behavior, this 33-item annotated bibliography presents a sample of articles appearing in speech communication publications on the subject. Categories of the annotated bibliography are books, sexism and sexual harassment in academia, theoretic advances in male/female communication research, alternatives to masculine generics, similarities and differences in men's and women's speech, nonverbal communication of men and women, managerial communication behaviors of men and women, perceptions of men's and women's communication behavior, and media related studies. The books and the journal articles in the annotated bibliography were published between 1975 and 1986. (RS)

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COMMUNICATION AND GENDER : Annotated Bibliography

by

William R. Todd-Mancillas and Linda Krug

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COMMUNICATION AND GENDER : Annotated Bibliography

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January, 1986

This bibliography takes its title from the recent book by Judy Cornelia Pearson, which integrated much of the research on gender and communication, attempting to help us better understand similarities and differences in men's and women's verbal and nonverbal communication behavior. What follows is a sample of articles appearing in speech communication publications on this subject.

Entries followed by EJ numbers are articles listed in Current Index to Journals in Education. Entries followed by ED numbers are listed in Resources in Education and are available in microfiche and/or paper copy from ERIC Document Reproduction Service, 3900 Wheeler Ave., Alexandria, VA 22304.

Books

Berryman, Cynthia L. and Eman, Virginia A., Eds. Communication, Language, and Sex: Proceedings of the First Annual Conference. Rowley, Mass.: Newbury House Publishers, 1980.
This book includes eighteen articles by speech communication scholars on five topics: The Influence of Literature and Societal Stereotypes, Current Research Perspectives Concerning Sex Differences, Symbols and Sexism, Instructional Practices for Women's Studies and Male/Female Communication Courses, and Sex Differences in Language Use.

Larmer, Larry E. and Badami, Mary, Eds. Proceedings of the Second and Third Conferences on Communication, Language, and Gender. Madison, Wisconsin: University of Wisconsin Extension Office, 1982.
These twenty-five papers consider issues pertinent to male/female communication, including debates on the appropriate measurement of androgyny, sexist language, interpersonal communication and impression formation, pedagogy, and specific suggestions for future research.

Pearson, Judy C. Gender and Communication. Dubuque, Iowa: W. C. Brown Publishers, 1985.
Intended for undergraduates and graduate students, this text introduces the topic of gender and communication. The book is divided into three sections which treat initial considerations, the components, and the contexts of gender and communication. An extensive bibliography makes the book a valuable resource for researchers and educators.

Stewart, Lea, and Ting-Toomey, Stella, Eds. Communication, Gender, and Sex Roles in Diverse Interaction Contexts. Norwood, New Jersey: Ablex Publishing Corporation, 1986, in press.
Several articles in this book discuss state-of-the-art research in male/female communication. All articles were selected from papers presented during the 1983 meeting of the Organization for the Study of Communication, Language, and Gender, which met at Rutgers University, New Brunswick, New Jersey, October, 1983.

Sexism and Sexual Harassment in Academia

Hall, Roberta M. and Sandler, Bernice R. "The Classroom Climate: A Chilly One for Women." Washington, D.C.: Project on the Status and Education of Women, Association of American Colleges, 1982.
ERIC ED 215 628
This booklet explains how faculty may overtly or inadvertently treat male and female students differently, thereby, undermining women's confidence in their academic abilities and lowering their career aspirations.

Oravec, Christine. "Sexual Harrassment in Academic Settings: Implications for Personal Ethical Behavior." Bulletin of the Association for Communication Administration, October, 1983, 73-79. ERIC EJ 286 475
Based upon available studies and surveys on sexual harassment in academia through 1982, this survey reports the evidence of incidence and perceived seriousness of harassment, the conditions of power and consequences of refusal, and the institutional ramifications. Sections address the problems of students' use of sex, harassment of males, and harassment of faculty women. The article concludes with recommended guidelines for personal behavior and a lengthy bibliography.

Theoretic Advances in Male/Female Communication Research

Foss, Karen A. and Foss, Sonja K. "The Status of Research on Women and Communication." Communication Quarterly, 31 (1983), 195-204. ERIC EJ 285 476
This essay surveys the research published in speech communication journals on women, gender, and gender differences. Five categories of research emerge from this survey: historical treatments of women, gender differences, women in the media, education and pedagogy, surveys and integrative works.

ED 270 807

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Isenhart, Myra. "A Review of Critical Issues in the Measurement of Psychological Gender Role." Women's Studies in Communication, 5 (1982), 56-64.
This is a critical review of alternative procedures and instruments for measuring psychological gender role. The author demonstrates how different and noncomparable results are obtained by using dissimilar methods, thus obfuscating much of the literature on this important subject.

Putnam, Linda L. "In Search of Gender: A Critique of Communication and Sex-Roles Research." Women's Studies in Communication, 5 (1982), 1-9.
This article examines some of the problems with research on gender and communication. In particular, it explores the pervasiveness of bipolarity in our assumptions about sex roles, problems of conceptualizing androgyny through combining masculine and feminine traits, and problems of assessing the role of context and situational contingencies on male-female communication. The article concludes with a discussion of the semantics of the term "feminism," the inherent contradictions embedded in gender research, and suggestions for reframing research questions to break out of taken-for-granted assumptions about complexity in male-female communication research.

Alternatives to Masculine Generics

Salter, Marty and others. "Generic Pronoun Use and Perceived Speaker Credibility." Communication Quarterly, 31 (1983), p. 180-184. ERIC EJ 285 189
Results indicate that using the generic pronoun "she" can negatively affect perceptions of social attractiveness for all speakers; it particularly affects a male speaker's perceived competence. The generic "they," however, did not hinder perceived credibility in any way; in fact, it enhanced females' perceived competence.

Schwarz, Karen A. and Banikiotes, Paul G. "The Impact of Gender and Sex Role Orientation on Preferences for Professors and Counselors Utilizing Sexist and Nonsexist Language." Aug., 1982, 12 pp. ERIC ED 230 877
Schwarz and Banikiotes explored how the use of masculine and gender-neutral pronouns may affect students' preferences for professors. The findings indicated the language used by the professors seemed not to influence student preferences. However, androgynous and female students preferred counselors who used gender-neutral pronouns, while male sex-role stereotyped students preferred counselors who used masculine pronouns.

Todd-Mancillas, William R. "Evaluating Alternatives to Exclusive 'He'." Communication Research Reports, 1 (1984), 38-41.
With the assistance of an undergraduate research assistant, Karen Ann Meyers, Todd-Mancillas conducted a study to determine whether masculine pronouns (he, him, his) are easier to comprehend than two alternative gender neutral pronoun forms (s/he, him/her, his/her or ter, tem, tey). As expected, the ter tem, and tey pronouns posed serious comprehension problems, while the s/he, him/her, and his/her prounous were found approximately as easy to comprehend as the masculine pronouns.

Similarities and Differences in Men's and Women's Speech

Aries, Elizabeth J. and Johnson, Fern J. "Close Friendship in Adulthood: Conversational Content Between Same-Sex Friends." Sex Roles: A Journal of Research, 12 (1983), 1183-1196. ERIC EJ 294 272
This study examined the conversational behavior of adult men and women. Women were found to converse more frequently than men about intimate topics and daily and shared activities. Women also reported conversing in greater depth than men about topics involving personal and family matters. Sports was the only topic for which men reported both more frequent discussion and conversation in greater depth than females.

Kramarae, Cheris. Women and Men Speaking: Framework for Analysis. Rowley, Mass: Newbury House Publishers, 1981.
This book is an excellent review and integration of the literature on similarities and differences in men's and women's speech and conversational styles.

Kramer, Cheris. "Women's and Men's Ratings of Their Own and Ideal Speech." Communication Quarterly, 26 (1978), 2-11. ERIC EJ 193 886
This study comparing women's and men's ratings of their own and ideal speech showed that a greater number of speech characteristics of males differed from the speech characteristics of the ideal speaker. These results combined with material from the writings of women who have made a conscious effort to change their language indicate that before women continue to try to alter their speech by such means as assertiveness training, they should first consider the desirable characteristics associated with female speech.

Johnson, Fern L. and Aries, Elizabeth J. "Conversational Patterns Among Same-Sex Pairs of Late-Adolescent Close Friends." The Journal of Genetic Psychology, 142 (1983), 225-238.

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This study investigated whether female friendship pairs and male friendship pairs engage in similar or different conversational patterns. Females were found to converse more frequently and in greater depth about topics involving themselves and their close relationships, while males were found to converse more frequently and in greater depth about activity-oriented topics. For all participants, frequent conversations with close, same-sex friends revolve around concerns about self, relationships, and the web of daily activities.

Montgomery, Barbara M. and Norton, Robert W. "Sex Differences and Similarities in Communicator Style." Communication Monographs, 48 (1981), 121-132. ERIC EJ 252 078.

The authors investigated gender differences in self perceptions of communicator style. Males perceived themselves as more precise than females, while females perceived themselves as more animated than males. In general, males and females reported more similarities than differences in styles.

Staley, Constance. "Male-Female Use of Expletives: A Heck of a Difference in Expectations." Anthropological Linguistics, 20 (1978), 367-380.

Using self-report questionnaires, Staley investigated biological gender differences in the use of strong expletives. Men and women were found to be equally as likely to use strong expletives. However, men predicted women would use fewer strong expletives than they actually did, while women predicted men would use more strong expletives than they actually did. Both men and women used strong expletives most frequently when alone and least frequently when in the presence of individuals of greater social status or when conveying messages based on positive affect.

Nonverbal Communication of Men and Women

Isenhart, Myra W. "An Investigation of the Relationship of Sex and Sex Role to the Ability to Decode Nonverbal Cues." Human Communication Research, 6 (1980), 309-318.

This study investigated the relationships among biological gender, gender role orientation, and nonverbal decoding sensitivity. The results indicate that female biological gender is more positively associated with nonverbal sensitivity than is feminine gender role orientation.

Putnam, Linda L. and McCallister, Linda. "Situational Effects of Task and Gender on Nonverbal Display." In Communication Yearbook 4 (ed.) Dan Nimmo. New Brunswick, N.J.: Transaction Books, 1980, 679-697.

The author investigated the impact of biological gender, psychological gender, and task on ten nonverbal conversational dominance and listener attentiveness behaviors. Both men and women were found to behave with more warmth and attentiveness when engaged in a feminine task, but exercised more conversational control when engaged in a masculine task. Further, androgynous males adapted nonverbal cues to fit task demands, while androgynous females remained constant in behavior across task types. Masculine males, however, were more controlling on the feminine task than on the masculine task, while sex-typed females were more expressive on the feminine than on the masculine task.

Shedletsky, Leonard, J. "The Relationship Between Sex Differences in Cerebral Organizational and Nonverbal Behavior." Women's Studies in Communication, 5 (1982), 10-15.

Shedletsky reviews recent studies establishing male/female differences in cerebral hemispheric organization and functioning. He explains that while feminine gender--and not feminine gender role--has now been associated with women's superiority in decoding nonverbal stimuli, that we still lack clear conceptual explanations for the cognitive mechanisms responsible for this difference. To help us obtain these explanations, Shedletsky specifies several directions for future research.

Managerial Communication Behaviors of Men and Women

Putnam, Linda L. "Lady You're Trapped: Breaking Out of Conflict Cycles" in Women in Organizations: Barriers and Breakthroughs (ed.) Joseph J. Pilotta. Prospect Heights, IL: Waveland Press Inc. 1983, pp. 39-53.

This article explores the "double bind" that women in organizations face by examining the evolution of contradictory messages and conflict cycles, the meanings we attribute to contradictory messages, and the relationship of double binds to conflict management in organizations. It contends that women in organizations are easily victimized by conflict cycles and that males and females tend to handle organizational conflicts with different preferred strategies. The article concludes with alternatives for managing double binds and with suggestions for breaking conflict cycles when they begin to spiral.

Rossi, Ana and Todd-Mancillas, William R. "Gender Differences in the Management of Four Different Personal Disputes with Male and Female Employees." Paper presented at meeting of Western Speech Communication Association, Seattle, February 19-21, 1984. ERIC ED 243 161

This study compares male and female managers' preferences for using communication versus power-centered strategies for resolving disputes with employees. Male managers reported a greater preference for using power, while female managers reported a greater preference for using communication to resolve personal disputes.

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Serafini, Denise M. and Pearson, Judy C. "Leadership Behavior and Sex Role Socialization: Two Sides of the Same Coin. Southern Speech Communication Journal, 49 (1984), 396-405. ERIC EJ 301 222

The authors examined the relationship between sex-role socialization and leadership behavior. After reviewing self-reports from 208 nonadministrative supervisors and managers at a large Midwestern university, the authors found that psychological feminity is related to the "consideration" dimension of leadership behavior, while masculinity is related to the "initiating structure" dimension of leadership.

Perceptions of Men's and Women's Communication Behavior

Hilpert, Fred, Kramer, Cheris, and Clark, Ruth Anne. "Participants' Perceptions of Self and Partner in Mixed-Sex Dyads." Central States Speech Journal, 26 (1975), 52-56.

This study investigated participant perceptions of predominant speakers in mixed gender dyads. Women had more accurate perceptions of who spoke more in 78 percent of the dyads and men in 70 percent. When incorrect in their perceptions, women tended to perceive the male as the predominant speaker.

Mulac, Anthony and Lundell, Torborg Louisa. "Differences in Perceptions Created by Syntactic-Semantic Productions of Male and Female Speakers." Communication Monographs, 47 (1980), 111-118. ERIC EJ 225 128

Subjects who were asked to identify the biological gender of authors of transcripted monologues were unable to accurately identify the author's gender. However, both male and female subjects rated the monologues of female speakers as more aesthetically pleasing, while both male and female speakers rated the monologues of male speakers as more dynamic.

Media Related Studies

Barbatsis, Gretchen S., Wong, Martin R. and Herek, Gregory M. "A Struggle for Dominance: Relational Communication Patterns in Television Drama," Communication Quarterly, 31, (1983), 148-55. ERIC EJ 285 186

Using a relational coding scheme to identify messages of dominance, submission and neutrality from gender-defined speaker-received dyads in three samples of television drama, the authors found that the predominant mode of interaction for both male and female characters was a dominant masculine-style of instruction.

Courtney, Alice E. and Whipple, Thomas W. Sex Stereotyping in Advertising. Lexington, Mass: Lexington Books, 1983.

This is an excellent summary of sex stereotyping research in advertising.

Endres, Kathleen L. "Sex Role Standards in Popular Music." Journal of Popular Culture, 18 (1984), 9-17.

Endres demonstrates a changing attitude toward females in popular songs: 1960 and 1970 songs studied reveal a significant difference between attitudes and personalities of males and females (males active, females passive), but no significant differences were found for the 1980 songs studied.

Kalisch, Philip A. and Kalisch, Beatrice J. "Sex-Role Stereotyping of Nurses and Physicians on Prime-Time Television: A Dichotomy of Occupational Portrayals." Sex Roles, 10 (1984), 533-53. ERIC EJ 302 188

This content analytic study of 1950-1980 prime-time portrayals of nurses and physicians revealed a consistent trend toward depicting nurses as the handmaidens of physicians.

Mills, Janet. "Self-Posed Behaviors of Females and Males in Photographs." Sex Roles: A Journal of Research, 10 (1984), 633-637.

Mills suggests that even when females and males voluntarily pose for photographs that females display wider smiles, and more canting and orienting away from the camera than males.

Peevers, Barbara Hollands. "Androgyny on the TV Screen? An Analysis of Sex Role Portrayal." Sex Roles: A Journal of Research, 5 (1979), 797-809. ERIC EJ 217 137

A comparison of female and male role portrayal in dramatic programs revealed that the traditional male role is over dramatized in television programs, while female roles are more diversified and flexible. However, during family time viewing hours, males tended to be depicted in more diversified and flexible ways than females.

Potkay, Charles R. and Potkay, Catherine E. "Perceptions of Female and Male Comic Strip Characters II: Favorability and Identification are Different Dimensions." Sex Roles: A Journal of Research, 10 (1984), 119-28. ERIC EJ 296 287

This replication and extension of a 1974 comic strip study demonstrates that even though female comic strip characters are viewed more positively than male characters, both male and female subjects were more willing to identify with male characters.

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